A meeting of the Papio-Missouri River Natural Resources District’s Personnel, Legislative and Public Affairs Subcommittee was held at the Natural Resources Center, 8901 South 154th Street, Omaha, NE, on January 7, 2020. The meeting was called to order by Chairperson Fred Conley at 4:00 p.m.

**QUORUM CALL:** Quorum call was taken. The following subcommittee members were in attendance.

<table>
<thead>
<tr>
<th>Subcommittee Members Present</th>
<th>Subcommittee Members Absent</th>
<th>Other Directors Present</th>
<th>Others in Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fred Conley, Chairperson</td>
<td>Mark Gruenewald*</td>
<td>Danny Begley</td>
<td>John Winkler</td>
</tr>
<tr>
<td>Tim Fowler, Vice Chair</td>
<td></td>
<td>Larry Bradley</td>
<td>Marlin Petermann</td>
</tr>
<tr>
<td>Ted Japp</td>
<td></td>
<td>Rich Tesar</td>
<td>Brent Meyer</td>
</tr>
<tr>
<td>Tim McCormick</td>
<td>Jim Thompson</td>
<td></td>
<td>Tracy Thompson</td>
</tr>
<tr>
<td>Kevyn Sopinski**</td>
<td></td>
<td></td>
<td>Other Staff Members</td>
</tr>
</tbody>
</table>

* Absence
** Alternate Voting Member

**ADOPTION OF AGENDA:**

- It was moved by Director McCormick and seconded by Director Sopinski that the agenda be adopted.

Roll call was taken on the motion. The motion carried on a vote of 5-yea.

Voting Yea: Fowler, Japp, McCormick, Sopinski, Conley
Voting Nay: None
Abstaining: None
Absent: Gruenewald

**PROOF OF PUBLICATION:** Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on January 2, 2020. The proof of publication affidavit is included with the file copy of these minutes.


Tracy Thompson and Kelli Lieurance, Baird Holm LLP, briefed the Subcommittee on the District’s Affirmative Action Policy for 2020 and all related implementation and personnel actions that took place during the calendar year. Tracy and Kelli addressed Directors questions.

- It was moved by Director Japp and seconded by Director McCormick that the Subcommittee recommends to the Board of Directors that the Papio-Missouri River NRD’s Affirmative Action Policy for 2020, be adopted and incorporated into the District Policy Manual.

Roll call was taken on the motion. The motion carried on a vote of 5-yea.
Voting Yea: Fowler, Japp, McCormick, Sopinski, Conley
Voting Nay: None
Abstaining: None
Absent: Gruenewald

**ADJOURNMENT**: Being no further business, the meeting adjourned by acclamation 4:05 p.m.